|  |  |  |
| --- | --- | --- |
|  | **Millfields** **First** **School**  **Person** **Specification:** **Inclusive** **Teaching** **Assistant** | |
|  | **Essential** | **Desirable** |
| **Qualifications** | TA training level 2 or 3  GCSE C or above (or equivalent) in maths and English | Current First Aid qualification |
| **Experience** | Experience working with children with SEND (e.g., autism, ADHD, speech and language needs, sensory processing difficulties) | Experience working 1:1 or in small groups with children with SEND.  Experience with alternative communication methods, such as PECS, Makaton, or assistive technology |
| **Knowledge** **and** **understanding** | Knowledge and understanding of: how children develop;  how to support children in literacy and numeracy; supporting children with Special Educational Needs;  how children learn and how to motivate them. | Knowledge of EHCPs and targeted intervention programmes |
| **Skills** | Be able to:   * use differentiation and adaptive strategies to support learning * use positive behaviour management strategies * work with an individual or a group * reinforce teaching points during teacher input; * clear up misunderstandings and sort out misconceptions; * teach new concepts as agreed with the class teacher; * model acceptable behaviour; * discuss with children their understanding of learning objectives; * suggest ways of developing learning; * encourage good social skills; * A flexible and proactive approach to problem-solving in a learning environment   support children on a 1-1 / small group basis | Training in Team Teach, de-escalation techniques, or trauma-informed approaches |
| **Personal** **attributes** | A **caring, patient, and nurturing** approach  Strong **communication and interpersonal skills** to liaise with staff, parents, and external professionals  Willingness to support **pupils’ emotional regulation and well-being**  **Commitment to safeguarding** and promoting the well-being of all pupils  Ability to build and sustain positive relationships with children and adults  Ability to balance professionalism with a caring and helpful attitude  A commitment to equal opportunities  A commitment to maintaining confidentiality as appropriate to the role  Excellent punctuality, attendance and professional presentation | A flexible and adaptive attitude |

The criteria listed above will be assessed through the application and interview process